

STRATEGIC HUMAN RESOURCES MANAGEMENT AND ORGANIZATIONAL EFFECTIVENESS IN NIGERIA

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ABSTRACT

The study examined the relationship between Strategic Human Resource Management and organizational effectiveness in Nigeria. Strategic Human Resource Management is achieved by linking Human Resource Management (HRM) with strategic goals and objectives in order to improve business effectiveness and develop organizational culture that fosters innovation and flexibility. It involves planning human resource activities in such a way to enable organizations to achieve their goals. Human resource activities such as recruitment, selection, training and rewarding personnel are done by keeping in view the organization's goals and objectives. The study used descriptive survey and content analysis. It was observed that the effectiveness of staff performance in any organization in Nigeria is greatly influenced by human resource policies and programmes of the organization. The study concluded that strategic human resources management has been relatively high in terms of its relationship with organizational effectiveness in Nigeria. While some organizations have adopted Strategic Human Resources Management (SHRM) as a tool for achieving effectiveness, Strategic Human Resources Management (SHRM) has helped in the achievement of the set goals of the organizations. The study recommends that management of any organization should internalize the training of their staff and also collaborate with workers unions towards improved welfare programmes in addition to queuing into other human resources programmes of the Federal government.

KEYWORDS: Organization, HRM, SHRM, Descriptive, Goals